

Exhibit 300: Capital Asset Plan and Business Case Summary**Part I: Summary Information And Justification (All Capital Assets)****Section A: Overview (All Capital Assets)**

1. Date of Submission: 4/10/2009
2. Agency: Department of State
3. Bureau: Hr/Ex/Sdd
4. Name of this Capital Asset: Exhibit 300 - Integrated Personnel Management System (IPMS)
5. Unique Project (Investment) Identifier: (For IT investment only, see section 53. For all other, use agency ID system.) 014-00-01-02-01-1177-00
6. What kind of investment will this be in FY 2010? (Please NOTE: Investments moving to O&M in FY 2010, with Planning/Acquisition activities prior to FY 2010 should not select O&M. These investments should indicate their current status.) Mixed Life Cycle
8. Provide a brief summary and justification for this investment, including a brief description of how this closes in part or in whole an identified agency performance gap:

The Integrated Personnel Management System (IPMS) is a multi-year, mixed-lifecycle program that provides the Department with superior human capital management in support of its diplomatic mission. IPMS is fully funded through FY 2009 and complies with the DoS/USAID Joint Enterprise Architecture and DoS/USAID Joint Strategic Plan. IPMS incorporates input from the DoS/USAID Joint Management Council and is aligned with the Joint Overseas HR Segment Architecture.

IPMS is comprised of four main integrated business components: the Global Employment Management System (GEMS), the HR Knowledge Center (KC), the Post Personnel System (PS), and the Human Resources Online (HROnline) web portal. GEMS is a PeopleSoft-based system that supports core HR personnel management for civil and foreign service employees. PS is used for managing/tracking all locally employed staff (LES) and American employees serving overseas under Chief of Mission authority. KC is a HR reporting solution that utilizes a data warehouse and business intelligence toolset. HROnline is a web portal that controls access to several employee/manager self-service applications. Together, all IPMS components reduce transaction-processing overhead, enhance enterprise-wide data sharing, improve data integrity and quality, and empower employees/supervisors with the ability to independently manage their personal information through online seamless workflow processes.

IPMS utilizes a shared services approach to integrate its core business components for both cross-bureau and cross-agency information sharing. IPMS will continue to expand its services-based architecture to better integrate existing systems and databases, improve internal and external data sharing, and reduce processing errors. IPMS service components are aligned with the Human Resources Line of Business (HR LoB) reference models and the HR LoB Tiered Service Delivery Model. Note: On February 29, 2008, OMB approved the deferral of State's HRLoB decision permitting the Department to perform a detailed options analysis of public sector SSCs during FY2010. No DME monies will be requested for GEMS until after the Department makes it's final HR LoB decision.
9. Did the Agency's Executive/Investment Committee approve this request? Yes
 - a. If "yes," what was the date of this approval? 7/14/2008
10. Did the Project Manager review this Exhibit? Yes
12. Has the agency developed and/or promoted cost effective, energy-efficient and environmentally sustainable techniques or practices for this project? Yes
 - a. Will this investment include electronic assets (including computers)? Yes
 - b. Is this investment for new construction or major retrofit of a Federal building or facility? (answer applicable to non-IT assets only) No
 1. If "yes," is an ESPC or UESC being used to help fund this investment?
 2. If "yes," will this investment meet sustainable design principles?

3. If "yes," is it designed to be 30% more energy efficient than relevant code?

13. Does this investment directly support one of the PMA initiatives? Yes

If "yes," check all that apply:

Right Sized Overseas Presence
Human Capital

a. Briefly and specifically describe for each selected how this asset directly supports the identified initiative(s)? (e.g. If E-Gov is selected, is it an approved shared service provider or the managing partner?)

IPMS manages/tracks all American employees and locally employed staff serving overseas under Chief of Mission authority, and provides services to external agencies with overseas presence. In 2006, OMB designated it as the official data source for the "Right-Sized Overseas Presence" initiative. IPMS supports DoS HSPD-12/PIV requirements by providing source information on all persons stationed domestically or overseas. On 2/29/08, OMB agreed to allow deferral of the HRLob SSC decision until FY11.

14. Does this investment support a program assessed using the Program Assessment Rating Tool (PART)? (For more information about the PART, visit www.whitehouse.gov/omb/part.) No

a. If "yes," does this investment address a weakness found during a PART review? No

b. If "yes," what is the name of the PARTed program?

c. If "yes," what rating did the PART receive?

15. Is this investment for information technology? Yes

If the answer to Question 15 is "Yes," complete questions 16-23 below. If the answer is "No," do not answer questions 16-23.

For information technology investments only:

16. What is the level of the IT Project? (per CIO Council PM Guidance) Level 2

17. In addition to the answer in 11(a), what project management qualifications does the Project Manager have? (per CIO Council PM Guidance) (1) Project manager has been validated as qualified for this investment

18. Is this investment or any project(s) within this investment identified as "high risk" on the Q4 - FY 2008 agency high risk report (per OMB Memorandum M-05-23) Yes

19. Is this a financial management system? No

a. If "yes," does this investment address a FFMIA compliance area? No

1. If "yes," which compliance area: N/A

2. If "no," what does it address?

b. If "yes," please identify the system name(s) and system acronym(s) as reported in the most recent financial systems inventory update required by Circular A-11 section 52

21. If this project produces information dissemination products for the public, are these products published to the Internet in conformance with OMB Memorandum 05-04 and included in your agency inventory, schedules and priorities? N/A

23. Are the records produced by this investment appropriately scheduled with the National Archives and Records Administration's approval? Yes

Section D: Performance Information (All Capital Assets)

In order to successfully address this area of the exhibit 300, performance goals must be provided for the agency and be linked to the annual performance plan. The investment must discuss the agency's mission and strategic goals, and performance measures (indicators) must be provided. These goals need to map to the gap in the agency's strategic goals and objectives this investment is designed to fill. They are the internal and external performance benefits this investment is expected to deliver to the agency (e.g., improve efficiency by 60 percent, increase citizen participation by 300 percent a year to achieve an overall citizen participation rate of 75 percent by FY 2xxx, etc.). The goals must be clearly measurable investment outcomes, and if applicable, investment outputs. They do not include the completion date of the module, milestones, or investment, or general goals, such as, significant, better, improved that do not have a quantitative or qualitative measure.

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Agencies must use the following table to report performance goals and measures for the major investment and use the Federal Enterprise Architecture (FEA) Performance Reference Model (PRM). Map all Measurement Indicators to the corresponding "Measurement Area" and "Measurement Grouping" identified in the PRM. There should be at least one Measurement Indicator for each of the four different Measurement Areas (for each fiscal year). The PRM is available at www.egov.gov. The table can be extended to include performance measures for years beyond the next President's Budget.

Performance Information Table								
Fiscal Year	Strategic Goal(s) Supported	Measurement Area	Measurement Category	Measurement Grouping	Measurement Indicator	Baseline	Target	Actual Results
2005	Strengthening Consular and Management Capabilities	Customer Results	Customer Benefit	Customer Satisfaction	% IPMS user satisfaction of program applications	80% IPMS user satisfaction	Increase to 82%	IPMS surveyed users in December 2004 with an updated survey format and received an 80% satisfaction rating.
2005	Strengthening Consular and Management Capabilities	Customer Results	Timeliness and Responsiveness	Response Time	HR Help Desk response time	55 minutes	Decrease to 50 minutes	50 minutes
2005	Strengthening Consular and Management Capabilities	Mission and Business Results	Human Resource Management	Organization and Position Management	Agency ranking score on DoS Central Personnel Data File (CPDF) submissions (score provided by OPM).	96 - CPDF agency ranking score	Maintain at 96 (OPM passing score)	IPMS achieved an unofficial score of 96.
2005	Strengthening Consular and Management Capabilities	Processes and Activities	Cycle Time and Timeliness	Cycle Time	Timeliness of DoS CPDF Dynamics records (percentage provided by OPM).	89% transaction timeliness	Increase to 90% (OPM expected score)	IPMS achieved an unofficial score of 90%.
2005	Strengthening Consular and Management Capabilities	Processes and Activities	Quality	Errors	DoS percentage of CPDF dynamics records without errors (actual percentage provided by OPM).	94% dynamics records without errors	Increase to 95% (OPM expected score)	IPMS achieved an unofficial score of 94%.
2005	Strengthening Consular and Management Capabilities	Technology	Reliability and Availability	Availability	Number of Employee Self-Service Functions available under IPMS.	5 Employee Self-Service Functions	Increase to 7	Increased to 8
2005	Strengthening Consular and Management Capabilities	Technology	Reliability and Availability	Availability	Number of HRM services under the IPMS program.	64 HRM services	Increase by 1 service	Increased to 67 services
2006	Strengthening Consular and Management Capabilities	Customer Results	Timeliness and Responsiveness	Response Time	HR Help Desk response time.	50 minutes	Decrease to 45 minutes	45 minutes
2006	Strengthening Consular and Management Capabilities	Mission and Business Results	Human Resource Management	HR Strategy	Agency ranking score on DoS CPDF submissions (score provided by OPM)	96 - CPDF agency ranking score	Maintain at 96 (OPM passing score)	OPM no longer provides actual results data.
2006	Strengthening Consular and Management Capabilities	Processes and Activities	Cycle Time and Timeliness	Cycle Time	Timeliness of DoS CPDF dynamics records (actual percentage provided by OPM)	90% transaction timeliness	Maintain at 90% (OPM expected score)	OPM no longer provides actual results data.
2006	Strengthening Consular and Management Capabilities	Processes and Activities	Quality	Errors	DoS percentage of CPDF dynamics records without errors (actual percentage provided by OPM)	96% dynamics records without errors	Maintain at 96%	OPM no longer provides actual results data.
2006	Strengthening Consular and Management Capabilities	Technology	Reliability and Availability	Availability	Number of Employee Self-service functions available under IPMS.	8 Employee Self-service functions	Maintain 8	Maintained Employee Self-service functions of 8

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Performance Information Table								
Fiscal Year	Strategic Goal(s) Supported	Measurement Area	Measurement Category	Measurement Grouping	Measurement Indicator	Baseline	Target	Actual Results
2006	Strengthening Consular and Management Capabilities	Technology	Reliability and Availability	Availability	Number of HRM services under the IPMS program.	67 HRM services	Increase to 68	68 HRM services are currently offered.
2007	Strengthening Consular and Management Capabilities	Customer Results	Customer Benefit	Customer Satisfaction	% IPMS user satisfaction of program applications	82% IPMS user satisfaction	Increase to 85%	Increased to 90%
2007	Strengthening Consular and Management Capabilities	Customer Results	Timeliness and Responsiveness	Response Time	HR Help Desk response time	45 minutes	Decrease to 40 minutes	Decreased to 40 minutes
2007	Strengthening Consular and Management Capabilities	Mission and Business Results	Human Resource Management	Organization and Position Management	Agency ranking score on DoS CPDF submissions (score provided by OPM)	96 - CPDF agency ranking score	Maintain at 96 (OPM passing score)	OPM no longer provides actual results data.
2007	Strengthening Consular and Management Capabilities	Processes and Activities	Cycle Time and Timeliness	Cycle Time	Timeliness of DoS CPDF Dynamics records (percentage provided by OPM)	90% transaction timeliness	Maintain at 90%	OPM no longer provides actual results data.
2007	Strengthening Consular and Management Capabilities	Processes and Activities	Quality	Errors	DoS percentage of CPDF dynamics records without errors (actual percentage provided by OPM)	95% dynamics records without errors	Maintain at 95% (OPM expected score)	OPM no longer provides actual results data.
2007	Strengthening Consular and Management Capabilities	Technology	Reliability and Availability	Availability	Number of Employee Self-service functions available under IPMS.	8 Employee self-service functions	Increase to 9	Increased to 9
2007	Strengthening Consular and Management Capabilities	Technology	Reliability and Availability	Availability	Number of HRM services under the IPMS program.	68 HRM services	Increase to 69.	Increased to 69.
2008	Strengthening Consular and Management Capabilities	Customer Results	Customer Benefit	Customer Satisfaction	Percentage of satisfied IPMS users surveyed to assess the efficiency and usability of program applications	85% IPMS user satisfaction	Maintain at 85%	Postponed FY08 survey until Jan 2009 to allow for completion of key shared services features.
2008	Strengthening Consular and Management Capabilities	Customer Results	Timeliness and Responsiveness	Response Time	HR Help Desk response time	40 minutes	Decrease to 35 minutes	Maintained 40 minutes HR Help Desk response time
2008	Strengthening Consular and Management Capabilities	Customer Results	Timeliness and Responsiveness	Response Time	HR Help Desk resolution time for ISO 20000 Severity 4 incidents.	80% incidents meeting resolution time or 48 hours	Maintain at 80%	At least 80% of incidents met resolution time of 48 hours
2008	Strengthening Consular and Management Capabilities	Customer Results	Timeliness and Responsiveness	Response Time	Percentage of critical defects reworked within time estimated to complete	80%	Maintain at 80%	FY08 results compilation in progress.
2008	Strengthening Consular and Management Capabilities	Mission and Business Results	Human Resource Management	Organization and Position Management	Percentage of automated TM-8 PCS Travel Messages	0%	Increase to 25%	Actual result = 26%
2008	Strengthening Consular and Management Capabilities	Processes and Activities	Cycle Time and Timeliness	Timeliness	Percentage of on-time (within 30 days) PCS transfers	85% on-time	Maintain at 85%	Actual result = 85.5%
2008	Strengthening Consular and Management Capabilities	Technology	Reliability and Availability	Availability	Number of Employee Self-service functions available under IPMS	9 Employee self-service functions	Increase to 10	Increased to 14 Employee self-service functions
2008	Strengthening Consular and Management Capabilities	Technology	Reliability and Availability	Availability	Number of HRM services under the IPMS program.	69 HRM services	Increase to 70	Increased to 70 HRM services under the IPMS program.

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Performance Information Table								
Fiscal Year	Strategic Goal(s) Supported	Measurement Area	Measurement Category	Measurement Grouping	Measurement Indicator	Baseline	Target	Actual Results
2009	Strengthening Consular and Management Capabilities	Customer Results	Customer Benefit	Customer Satisfaction	Percentage of IPMS user satisfaction of program applications	85% IPMS user satisfaction	Maintain at 85%	
2009	Strengthening Consular and Management Capabilities	Customer Results	Timeliness and Responsiveness	Response Time	HR Help Desk response time.	35 minutes	Decrease to 30	
2009	Strengthening Consular and Management Capabilities	Customer Results	Timeliness and Responsiveness	Response Time	HR Help Desk resolution time for ISO 20000 Severity 4 incidents	80% incidents meeting resolution time or 48 hours	Maintain at 80%	
2009	Strengthening Consular and Management Capabilities	Customer Results	Timeliness and Responsiveness	Response Time	Percentage of critical defects reworked within time estimated to complete	80%	Maintain at 80%	
2009	Strengthening Consular and Management Capabilities	Mission and Business Results	Human Resource Management	Organization and Position Management	Percentage of automated TM-8 PCS Travel Messages	26%	Increase to 60%	
2009	Strengthening Consular and Management Capabilities	Mission and Business Results	Human Resource Management	Organization and Position Management	Percentage of automated TM-2 PCS Travel Messages	0%	Increase to 25%	
2009	Strengthening Consular and Management Capabilities	Processes and Activities	Cycle Time and Timeliness	Timeliness	Percentage of on-time (within 30 days) PCS transfers	85% on-time	Maintain at 85%	
2009	Strengthening Consular and Management Capabilities	Technology	Reliability and Availability	Availability	Percentage of IPMS uptime (scheduled)	99.5% uptime	Maintain at 99.5% uptime	
2009	Strengthening Consular and Management Capabilities	Technology	Reliability and Availability	Availability	Number of Employee Self-service functions available under IPMS	14 Employee self-service functions	Increase to 16	
2009	Strengthening Consular and Management Capabilities	Technology	Reliability and Availability	Availability	Number of Manager Self-service functions available under IPMS	14 Manager self-service functions	Increase to 16	
2009	Strengthening Consular and Management Capabilities	Technology	Reliability and Availability	Availability	Number of HRM services under the IPMS program	70 HRM services	Increase the number of services to 75.	

Section E: Security and Privacy (IT Capital Assets only)

8. Planning & Operational Systems - Privacy Table:					
(a) Name of System	(b) Is this a new system? (Y/N)	(c) Is there at least one Privacy Impact Assessment (PIA) which covers this system? (Y/N)	(d) Internet Link or Explanation	(e) Is a System of Records Notice (SORN) required for this system? (Y/N)	(f) Internet Link or Explanation
Gateway to State (GTS) - ITAB# 843	No	Yes	http://www.state.gov/documents/organization/103536.pdf	Yes	http://www.state.gov/documents/organization/102773.pdf
HR NET - ITAB# 866	No	Yes	http://www.state.gov/documents/organization/108393.pdf	Yes	http://www.state.gov/documents/organization/102773.pdf
IPMS - ITAB# 951	No	No	This system does not collect PII from or about the public	Yes	http://www.state.gov/documents/organization/102773.pdf
Personnel Reporting and Statistics (PRAS) - ITAB# 730	No	No	This system does not collect PII from or about the public	Yes	http://www.state.gov/documents/organization/102773.pdf
Details for Text Options: Column (d): If yes to (c), provide the link(s) to the publicly posted PIA(s) with which this system is associated. If no to (c), provide an explanation why the PIA has not been publicly posted or why the PIA has not been conducted. Column (f): If yes to (e), provide the link(s) to where the current and up to date SORN(s) is published in the federal register. If no to (e), provide an explanation why the SORN has not been published or why there isn't a current and up to date SORN.					

8. Planning & Operational Systems - Privacy Table:

(a) Name of System	(b) Is this a new system? (Y/N)	(c) Is there at least one Privacy Impact Assessment (PIA) which covers this system? (Y/N)	(d) Internet Link or Explanation	(e) Is a System of Records Notice (SORN) required for this system? (Y/N)	(f) Internet Link or Explanation
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Note: Working links must be provided to specific documents not general privacy websites. Non-working links will be considered as a blank field.

Section F: Enterprise Architecture (EA) (IT Capital Assets only)

In order to successfully address this area of the capital asset plan and business case, the investment must be included in the agency's EA and Capital Planning and Investment Control (CPIC) process and mapped to and supporting the FEA. The business case must demonstrate the relationship between the investment and the business, performance, data, services, application, and technology layers of the agency's EA.

1. Is this investment included in your agency's target enterprise architecture? Yes

a. If "no," please explain why?

2. Is this investment included in the agency's EA Transition Strategy? Yes

a. If "yes," provide the investment name as identified in the Transition Strategy provided in the agency's most recent annual EA Assessment. IPMS

b. If "no," please explain why?

4. Service Component Reference Model (SRM) Table:

Identify the service components funded by this major IT investment (e.g., knowledge management, content management, customer relationship management, etc.). Provide this information in the format of the following table. For detailed guidance regarding components, please refer to <http://www.egov.gov>.

Agency Component Name	Agency Component Description	FEA SRM Service Domain	FEA SRM Service Type	FEA SRM Component (a)	Service Component Reused Name (b)	Service Component Reused UPI (b)	Internal or External Reuse? (c)	BY Funding Percentage (d)
Data Exchange	Support the interchange of information between multiple systems or applications; includes verification that transmitted data was received unaltered.	Back Office Services	Data Management	Data Exchange			No Reuse	
Data Mart	Support a subset of a data warehouse for a single department or function within an organization.	Back Office Services	Data Management	Data Mart			No Reuse	
Data Warehouse	Support the archiving and storage of large volumes of data.	Back Office Services	Data Management	Data Warehouse			No Reuse	
Extraction and Transformation	Support the manipulation and change of data.	Back Office Services	Data Management	Extraction and Transformation			No Reuse	
Loading and Archiving	Support the population of a data source with external data.	Back Office Services	Data Management	Loading and Archiving			No Reuse	
Meta Data Management	Support the maintenance and administration of data that describes data.	Back Office Services	Data Management	Meta Data Management			No Reuse	
Data Integration	Support the organization of data from separate data sources into a single source using middleware or application integration	Back Office Services	Development and Integration	Data Integration			No Reuse	

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Agency Component Name	Agency Component Description	FEA SRM Service Domain	FEA SRM Service Type	FEA SRM Component (a)	Service Component Reused Name (b)	Service Component Reused UPI (b)	Internal or External Reuse? (c)	BY Funding Percentage (d)
	as well as the modification of system data models to capture new information within a single system.							
Enterprise Application Integration	Support the redesigning of disparate information systems into one system that uses a common set of data structures and rules.	Back Office Services	Development and Integration	Enterprise Application Integration			No Reuse	
Instrumentation and Testing	Support the validation of application or system capabilities and requirements.	Back Office Services	Development and Integration	Instrumentation and Testing			No Reuse	
Software Development	Support the creation of both graphical and process application or system software.	Back Office Services	Development and Integration	Software Development			No Reuse	
Resource Planning and Allocation	Support the determination of strategic direction, the identification and establishment of programs and processes, and the allocation of resources (capital and labor) among those programs and processes.	Back Office Services	Human Capital / Workforce Management	Resource Planning and Allocation			No Reuse	
Skills Management	Support the proficiency of employees in the delivery of an organization's products or services.	Back Office Services	Human Capital / Workforce Management	Skills Management			No Reuse	
Team / Org Management	Support the hierarchy structure and identification of employees within the various sub-groups of an organization.	Back Office Services	Human Capital / Workforce Management	Team / Org Management			No Reuse	
Workforce Acquisition / Optimization	Support the hiring and re-structuring of employees and their roles within an organization.	Back Office Services	Human Capital / Workforce Management	Workforce Acquisition / Optimization			No Reuse	
Awards Management	Support the recognition of achievement among employees of an organization.	Back Office Services	Human Resources	Awards Management			No Reuse	
Benefit Management	Support the enrollment and participation in an organization's compensation and benefits programs.	Back Office Services	Human Resources	Benefit Management			No Reuse	

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Identify the service components funded by this major IT investment (e.g., knowledge management, content management, customer relationship management, etc.). Provide this information in the format of the following table. For detailed guidance regarding components, please refer to <http://www.egov.gov>.

Agency Component Name	Agency Component Description	FEA SRM Service Domain	FEA SRM Service Type	FEA SRM Component (a)	Service Component Reused Name (b)	Service Component Reused UPI (b)	Internal or External Reuse? (c)	BY Funding Percentage (d)
Career Development and Retention	Support the monitoring of performance as well as the professional growth, advancement, and retention of an organization's employees.	Back Office Services	Human Resources	Career Development and Retention			No Reuse	
Education/Training	Support the active building of employee competencies, to include the range of training from professional development to general awareness training.	Back Office Services	Human Resources	Education / Training			No Reuse	
Health and Safety	Support the security and physical well-being of an organization's employees.	Back Office Services	Human Resources	Health and Safety			No Reuse	
Personnel Administration	Support the matching between an organization's employees and potential opportunities as well as the modification, addition and general upkeep of an organization's employee-specific information.	Back Office Services	Human Resources	Personnel Administration			No Reuse	
Recruiting	Support the identification and hiring of employees for an organization.	Back Office Services	Human Resources	Recruiting			No Reuse	
Resume Management	Support the maintenance and administration of one's professional or work experience and qualifications.	Back Office Services	Human Resources	Resume Management			No Reuse	
Retirement Management	Support the payment of benefits to retirees.	Back Office Services	Human Resources	Retirement Management			No Reuse	
Ad Hoc	Support the use of dynamic reports on an as needed basis.	Business Analytical Services	Reporting	Ad Hoc			No Reuse	
OLAP	Support the analysis of information that has been summarized into multidimensional views and hierarchies.	Business Analytical Services	Reporting	OLAP			No Reuse	
Standardized / Canned	Support the use of pre-conceived or pre-written reports.	Business Analytical Services	Reporting	Standardized / Canned			No Reuse	
Program/Project Management	Manage and control a particular effort	Business Management Services	Management of Processes	Program / Project Management			No Reuse	

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Identify the service components funded by this major IT investment (e.g., knowledge management, content management, customer relationship management, etc.). Provide this information in the format of the following table. For detailed guidance regarding components, please refer to <http://www.egov.gov>.

Agency Component Name	Agency Component Description	FEA SRM Service Domain	FEA SRM Service Type	FEA SRM Component (a)	Service Component Reused Name (b)	Service Component Reused UPI (b)	Internal or External Reuse? (c)	BY Funding Percentage (d)
	of an organization.							
Workgroup / Groupware	Support multiple users working on related tasks.	Business Management Services	Organizational Management	Workgroup / Groupware			No Reuse	
Assistance Request	Support the solicitation of support from a customer.	Customer Services	Customer Initiated Assistance	Assistance Request			No Reuse	
Information Mapping / Taxonomy	Support the creation and maintenance of relationships between data entities, naming standards and categorization.	Digital Asset Services	Knowledge Management	Information Mapping / Taxonomy			No Reuse	
Information Sharing	Support the use of documents and data in a multi-user environment for use by an organization and its stakeholders.	Digital Asset Services	Knowledge Management	Information Sharing			No Reuse	
Knowledge Capture	Facilitate collection of data and information.	Digital Asset Services	Knowledge Management	Knowledge Capture			No Reuse	
Record Linking / Association	Support the correlation between logical data and information sets.	Digital Asset Services	Records Management	Record Linking / Association			No Reuse	
Video Conferencing	Support video communications sessions among people who are geographically dispersed.	Support Services	Communication	Video Conferencing			Internal	
Query	Support retrieval of records that satisfy specific query selection criteria.	Support Services	Search	Query			No Reuse	
Identification and Authentication	Support obtaining information about those parties attempting to log on to a system or application for security purposes and the validation of those users.	Support Services	Security Management	Identification and Authentication			No Reuse	
System Resource Monitoring	Support the balance and allocation of memory, usage, disk space and performance on computers and their applications.	Support Services	Systems Management	System Resource Monitoring			No Reuse	

a. Use existing SRM Components or identify as "NEW". A "NEW" component is one not already identified as a service component in the FEA SRM.

b. A reused component is one being funded by another investment, but being used by this investment. Rather than answer yes or no, identify the reused service component funded by the other investment and identify the other investment using the Unique Project Identifier (UPI) code from the OMB Ex 300 or Ex 53 submission.

c. 'Internal' reuse is within an agency. For example, one agency within a department is reusing a service component provided by another agency within the same department. 'External' reuse is one agency within a department reusing a service component provided by another agency in another department. A good example of this is an E-Gov initiative service being

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reused by multiple organizations across the federal government.

d. Please provide the percentage of the BY requested funding amount used for each service component listed in the table. If external, provide the percentage of the BY requested funding amount transferred to another agency to pay for the service. The percentages in the column can, but are not required to, add up to 100%.

5. Technical Reference Model (TRM) Table: To demonstrate how this major IT investment aligns with the FEA Technical Reference Model (TRM), please list the Service Areas, Categories, Standards, and Service Specifications supporting this IT investment.				
FEA SRM Component (a)	FEA TRM Service Area	FEA TRM Service Category	FEA TRM Service Standard	Service Specification (b) (i.e., vendor and product name)
Software Development	Component Framework	Business Logic	Platform Dependent Technologies	
Software Development	Component Framework	Business Logic	Platform Dependent Technologies	
Software Development	Component Framework	Business Logic	Platform Independent Technologies	
Data Exchange	Component Framework	Data Interchange	Data Exchange	
Data Integration	Component Framework	Data Interchange	Data Exchange	
Information Sharing	Component Framework	Data Management	Database Connectivity	
Data Warehouse	Component Framework	Data Management	Reporting and Analysis	
Ad Hoc	Component Framework	Data Management	Reporting and Analysis	
Standardized / Canned	Component Framework	Data Management	Reporting and Analysis	
Query	Component Framework	Data Management	Reporting and Analysis	
Record Linking / Association	Component Framework	Data Management	Reporting and Analysis	
Data Mart	Component Framework	Data Management	Reporting and Analysis	
Data Warehouse	Component Framework	Data Management	Reporting and Analysis	
Extraction and Transformation	Component Framework	Data Management	Reporting and Analysis	
Information Mapping / Taxonomy	Component Framework	Data Management	Reporting and Analysis	
OLAP	Component Framework	Data Management	Reporting and Analysis	
Program / Project Management	Component Framework	Data Management	Reporting and Analysis	
Resource Planning and Allocation	Component Framework	Data Management	Reporting and Analysis	
Workforce Acquisition / Optimization	Component Framework	Data Management	Reporting and Analysis	
Information Sharing	Component Framework	Data Management	Reporting and Analysis	
Identification and Authentication	Component Framework	Security	Certificates / Digital Signatures	
Identification and Authentication	Component Framework	Security	Certificates / Digital Signatures	
Software Development	Component Framework	User Presentation / Interface	Content Rendering	
Software Development	Component Framework	User Presentation / Interface	Content Rendering	
Software Development	Component Framework	User Presentation / Interface	Content Rendering	
Instrumentation and Testing	Component Framework	User Presentation / Interface	Dynamic Server-Side Display	
Information Sharing	Component Framework	User Presentation / Interface	Dynamic Server-Side Display	
Information Sharing	Component Framework	User Presentation / Interface	Dynamic Server-Side Display	
Knowledge Capture	Component Framework	User Presentation / Interface	Dynamic Server-Side Display	
Information Sharing	Service Access and Delivery	Access Channels	Other Electronic Channels	
Information Sharing	Service Access and Delivery	Service Requirements	Hosting	
Identification and Authentication	Service Access and Delivery	Service Requirements	Legislative / Compliance	
Identification and Authentication	Service Access and Delivery	Service Requirements	Legislative / Compliance	
Identification and Authentication	Service Access and Delivery	Service Requirements	Legislative / Compliance	
Identification and Authentication	Service Access and Delivery	Service Requirements	Legislative / Compliance	
Information Sharing	Service Access and Delivery	Service Transport	Service Transport	
Information Sharing	Service Access and Delivery	Service Transport	Service Transport	
Information Sharing	Service Access and Delivery	Service Transport	Service Transport	
Enterprise Application Integration	Service Interface and Integration	Integration	Enterprise Application Integration	

Exhibit 300: Exhibit 300 - Integrated Personnel Management System (IPMS) (Revision 12)

5. Technical Reference Model (TRM) Table:

To demonstrate how this major IT investment aligns with the FEA Technical Reference Model (TRM), please list the Service Areas, Categories, Standards, and Service Specifications supporting this IT investment.

FEA SRM Component (a)	FEA TRM Service Area	FEA TRM Service Category	FEA TRM Service Standard	Service Specification (b) (i.e., vendor and product name)
Instrumentation and Testing	Service Interface and Integration	Integration	Enterprise Application Integration	
Instrumentation and Testing	Service Interface and Integration	Integration	Enterprise Application Integration	
Instrumentation and Testing	Service Interface and Integration	Integration	Middleware	
Instrumentation and Testing	Service Interface and Integration	Integration	Middleware	
Instrumentation and Testing	Service Interface and Integration	Interface	Service Description / Interface	
Instrumentation and Testing	Service Interface and Integration	Interoperability	Data Format / Classification	
Software Development	Service Interface and Integration	Interoperability	Data Transformation	
Software Development	Service Interface and Integration	Interoperability	Data Types / Validation	
Retirement Management	Service Platform and Infrastructure	Database / Storage	Database	
Instrumentation and Testing	Service Platform and Infrastructure	Database / Storage	Database	
Loading and Archiving	Service Platform and Infrastructure	Database / Storage	Database	
Meta Data Management	Service Platform and Infrastructure	Database / Storage	Database	
Awards Management	Service Platform and Infrastructure	Database / Storage	Database	
Benefit Management	Service Platform and Infrastructure	Database / Storage	Database	
Career Development and Retention	Service Platform and Infrastructure	Database / Storage	Database	
Education / Training	Service Platform and Infrastructure	Database / Storage	Database	
Health and Safety	Service Platform and Infrastructure	Database / Storage	Database	
Skills Management	Service Platform and Infrastructure	Database / Storage	Database	
Team / Org Management	Service Platform and Infrastructure	Database / Storage	Database	
Recruiting	Service Platform and Infrastructure	Database / Storage	Database	
Resume Management	Service Platform and Infrastructure	Database / Storage	Database	
Instrumentation and Testing	Service Platform and Infrastructure	Database / Storage	Storage	
Information Sharing	Service Platform and Infrastructure	Delivery Servers	Media Servers	
Workgroup / Groupware	Service Platform and Infrastructure	Delivery Servers	Portal Servers	
Information Sharing	Service Platform and Infrastructure	Hardware / Infrastructure	Embedded Technology Devices	
Information Sharing	Service Platform and Infrastructure	Hardware / Infrastructure	Embedded Technology Devices	
Personnel Administration	Service Platform and Infrastructure	Hardware / Infrastructure	Embedded Technology Devices	
Personnel Administration	Service Platform and Infrastructure	Hardware / Infrastructure	Embedded Technology Devices	
Personnel Administration	Service Platform and Infrastructure	Hardware / Infrastructure	Local Area Network (LAN)	
Information Sharing	Service Platform and Infrastructure	Hardware / Infrastructure	Local Area Network (LAN)	
Personnel Administration	Service Platform and Infrastructure	Hardware / Infrastructure	Network Devices / Standards	
Personnel Administration	Service Platform and Infrastructure	Hardware / Infrastructure	Network Devices / Standards	
Personnel Administration	Service Platform and Infrastructure	Hardware / Infrastructure	Network Devices / Standards	
Personnel Administration	Service Platform and Infrastructure	Hardware / Infrastructure	Network Devices / Standards	
Personnel Administration	Service Platform and Infrastructure	Hardware / Infrastructure	Network Devices / Standards	
Personnel Administration	Service Platform and Infrastructure	Hardware / Infrastructure	Network Devices / Standards	

Exhibit 300: Exhibit 300 - Integrated Personnel Management System (IPMS) (Revision 12)

5. Technical Reference Model (TRM) Table:

To demonstrate how this major IT investment aligns with the FEA Technical Reference Model (TRM), please list the Service Areas, Categories, Standards, and Service Specifications supporting this IT investment.

FEA SRM Component (a)	FEA TRM Service Area	FEA TRM Service Category	FEA TRM Service Standard	Service Specification (b) (i.e., vendor and product name)
Personnel Administration	Service Platform and Infrastructure	Hardware / Infrastructure	Network Devices / Standards	
Personnel Administration	Service Platform and Infrastructure	Hardware / Infrastructure	Peripherals	
Personnel Administration	Service Platform and Infrastructure	Hardware / Infrastructure	Peripherals	
Information Sharing	Service Platform and Infrastructure	Hardware / Infrastructure	Servers / Computers	
Video Conferencing	Service Platform and Infrastructure	Hardware / Infrastructure	Video Conferencing	
Video Conferencing	Service Platform and Infrastructure	Hardware / Infrastructure	Video Conferencing	
Software Development	Service Platform and Infrastructure	Software Engineering	Integrated Development Environment	
Software Development	Service Platform and Infrastructure	Software Engineering	Modeling	
System Resource Monitoring	Service Platform and Infrastructure	Software Engineering	Software Configuration Management	
System Resource Monitoring	Service Platform and Infrastructure	Software Engineering	Software Configuration Management	
Software Development	Service Platform and Infrastructure	Software Engineering	Software Configuration Management	
Software Development	Service Platform and Infrastructure	Software Engineering	Software Configuration Management	
System Resource Monitoring	Service Platform and Infrastructure	Software Engineering	Software Configuration Management	
System Resource Monitoring	Service Platform and Infrastructure	Software Engineering	Software Configuration Management	
System Resource Monitoring	Service Platform and Infrastructure	Software Engineering	Software Configuration Management	
Instrumentation and Testing	Service Platform and Infrastructure	Software Engineering	Test Management	
Instrumentation and Testing	Service Platform and Infrastructure	Software Engineering	Test Management	
Instrumentation and Testing	Service Platform and Infrastructure	Software Engineering	Test Management	
Instrumentation and Testing	Service Platform and Infrastructure	Software Engineering	Test Management	
Instrumentation and Testing	Service Platform and Infrastructure	Software Engineering	Test Management	
Instrumentation and Testing	Service Platform and Infrastructure	Software Engineering	Test Management	

a. Service Components identified in the previous question should be entered in this column. Please enter multiple rows for FEA SRM Components supported by multiple TRM Service Specifications

b. In the Service Specification field, agencies should provide information on the specified technical standard or vendor product mapped to the FEA TRM Service Standard, including model or version numbers, as appropriate.

6. Will the application leverage existing components and/or applications across the Government (i.e., USA.gov, Pay.Gov, etc)? Yes

Exhibit 300: Part II: Planning, Acquisition and Performance Information**Section B: Risk Management (All Capital Assets)**

You should have performed a risk assessment during the early planning and initial concept phase of this investment's life-cycle, developed a risk-adjusted life-cycle cost estimate and a plan to eliminate, mitigate or manage risk, and be actively managing risk throughout the investment's life-cycle.

- | | |
|---|-----------|
| 1. Does the investment have a Risk Management Plan? | Yes |
| a. If "yes," what is the date of the plan? | 7/15/2008 |
| b. Has the Risk Management Plan been significantly changed since last year's submission to OMB? | No |